

"New Compensation
System"



Human Resource Modernization and
Compensation Task Force

Human Resource Modernization And Compensation Task Force Update

The Human Resource Modernization and Compensation Task Force met from 20-24 April to review progress and frame options for a new human resource management system for the Agency.

During the week the Task Force identified elements which would be part of a new system, such as:

- occupation-specific pay systems;
- bonus programs;
- performance planning;
- performance appraisal and career development mechanisms; and,
- flexible benefits programs.

For the next two months the system concept will be refined. In addition, simulations of

promotion, performance appraisal, and bonus packages will be run to determine the validity of the options and their fiscal impact. The Task Force will review a revised proposal for the new system in late June. The proposal will then be circulated to each Directorate for comment and additional ideas. The Directorate review will present an opportunity for employees and managers to actively participate in the development of the design and suggest modifications prior to implementation.

There is, however, no need to wait until the mid-summer review to provide suggestions for the proposal. Employees are encouraged to contact their Directorate representative or [redacted] Project Chairman, on extension [redacted] secure with their ideas.

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